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| **C:\Users\l.bamfo\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Word\30123 Bacon's College Logo.png Bacon’s College**  **Teacher of Biology**  **Main Scale Pay Spine**  **Person Specification** |

Reporting to: Curriculum Leader

The College is seeking to appoint someone who has the necessary breadth of experience and expertise to fulfil successfully the role of Teacher of Science. It is essential, therefore, that the successful candidate is familiar with the DfE Teachers’ Standards (2011), and demonstrates that he or she already possesses enough of the knowledge and professional qualities contained within these standards to be able to deliver high quality teaching and learning as a part of the Science Department at Bacon’s College. The essential knowledge, skills and personal capabilities that relate to the specific responsibility of the vacancy are listed below.

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| QUALIFICATIONS | * QTS * Relevant degree | * Evidence of relevant CPD * Further accredited study |
| EXPERIENCE | * Successful teaching experience across the 11-16 range * Experience of working in a diverse educational environment * Track record of excellent examination outcomes (or lesson observation records for NQTs) | * Successful post- 16 teaching experience * Experience and a track record of teaching A Level Biology and/or Chemistry |
| KNOWLEDGE AND SKILLS | * A good classroom practitioner * Excellent subject knowledge * Good curriculum knowledge (e.g. GCSE specifications, A Level topics etc) * Secure understanding of strategies for effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards at departmental level * Good understanding of strategies for the planning and the teaching of Science to students across all key stages | * Excellent curriculum knowledge * Knowledge of varied T&L models and principles of teaching (e.g. Rosenshine’s Principles of Instruction) * Experience of being observed by external reviewers or Ofsted |
| PERSONAL QUALITIES AND CHARACTERISTICS | * Enjoys working with young people * Inspires, challenges and motivates students * Flexibility * Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies * Excellent health and attendance record * Sense of humour * Strong ‘presence’ and the ability to ‘get stuck in’ * A commitment to promoting Fundamental British Values * Commitment to the promotion of equal opportunity * Willingness to support the Christian ethos of the College * Willingness to model the values and vision of the College * The safeguarding of children and young people | * Continuing professional development such as NPQSL or other appropriate professional courses (e.g. from ULT) |
| SPECIFIC TO THE POST | * To be able to identify and improve one’s own areas of strengths and areas of development in teaching once feedback is given * To be willing to share best practice (e.g. sharing resources electronically or by carrying out a peer observation) * To be able to contribute to the department’s aims of raising attainment within Science * To use innovative strategies including ICT and AfL in raising the quality of teaching and learning * To take a methodical approach in the use of lesson observations to develop teaching and learning * To be a team player who can collaborate and network with a range of others * To have supportive working relationships with colleagues * To participate in professional development * To contribute to whole-school management and to extra-curricular activities that fall beyond normal College hours | * Knowledge and experience of recent and planned changes in Science at 11 – 18 * GCSE or A-Level examiner experience * Reviewing and developing schemes of work |